

# Emergency Management Planning

## Active Shooter Incidents

Depending on which source you choose to cite – there have been over 250 mass shootings in the United States in 2019. While there is no official definition, a mass shooting is generally defined as an incident with greater than three or four victims killed or injured, excluding the suspect or perpetrator. We are all well aware of the recent high-profile shootings that occurred within the last ten days – Dayton, Ohio; El Paso, Texas; Gilroy Garlic Festival, and a Walmart shooting in Southaven, Mississippi.

In its report – Mass Attacks in Public Spaces – 2018, the U.S. Secret Service, National Threat Assessment Center reports that of the 27 mass attacks (91 people killed and 107 injured) that were carried out in public spaces in the United States, 20 occurred at places of business, 4 in open spaces (such as a public sidewalk, street and parking lot), three at schools and one at a house of worship. Fourteen of the incidents were driven by domestic, personal or workplace grievances.

### Planning

An Emergency Action Plan (EAP) is the best way to prepare your staff in the event there is an active shooter incident. Besides the common sense reasons for developing and implementing an EAP, OSHA standards cover EAPs in 29 CFR 1910.38. The plan does not have to be complicated.

*Elements of an EAP include:*

#### 1. Conduct a Risk Assessment

Know your vulnerabilities. The threat from an active shooter is driven by your business or occupation. As mentioned in a previous Gramercy article on workplace violence, most workplace homicides occur at retail establishments. Government offices are also at a high risk. However, the deadliest mass shooting in the United States occurred in an open concert area at the Mandalay Bay Resort and Casino. Keep in mind that at times, the threat is from an adjacent property or business.

#### 2. Stay Informed

Sign-up for local emergency alerts from law enforcement departments or emergency management agencies. Many departments offer enhanced communication response services, such as Smart 911.

### 3. Create a Plan

This includes notification to law enforcement, staff and visitors; means of escape; where to hide and shelter in place and, if confronted by the shooter, fighting back. The EAP should also include recommendations to follow after the event, such as, following directions from first responders, cooperating with law enforcement, assisting others and applying first aid.

### 4. Communicate and Train

Even the best plan is useless if staff does not know what to do in an emergency.

There are many resources with cost-free, practice information. In addition, local law enforcement agencies offer assistance with site assessments and response planning. A security or alarm vendor should be able to provide enhanced technology solutions.

#### Other Resources

*Active Shooter – How to Respond.* U.S. Department of Homeland Security  
<https://www.dhs.gov/sites/default/files/publications/active-shooter-how-to-respond-2017-508.pdf>

*Active Shooter - Ready.gov*  
<https://www.ready.gov/active-shooter>

*Active Shooter Resources – Federal Bureau of Investigation*  
<https://www.fbi.gov/about/partnerships/office-of-partner-engagement/active-shooter-resources>

*Active Shooter - What You Can Do.* Federal Emergency Management Institute (Training)  
<https://training.fema.gov/is/courseoverview.aspx?code=IS-907>

*Making Prevention a Reality: Identifying, Assessing and Managing the Threat of Targeted Attacks.* U.S. Department of Justice – Federal Bureau of Investigation  
<https://www.fbi.gov/file-repository/making-prevention-a-reality.pdf/view>

*Mass Attacks in Public Spaces – 2018.* U.S. Secret Service, National Threat Assessment Center.  
[https://www.secretservice.gov/data/press/reports/USSS\\_FY2019\\_MAPS.pdf](https://www.secretservice.gov/data/press/reports/USSS_FY2019_MAPS.pdf)

**If you need help in creating an Emergency Action Plan, contact Bob Bambino at 516 962 4621 or [rbambino@gramercyrisk.com](mailto:rbambino@gramercyrisk.com)**